



USAID Competitiveness Project

2009

# Recruitment in Serbia



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## Introduction

Two of the greatest challenges for any business are hiring the right people and keeping them. Employees and human capital represent the most important assets of a modern company. Failure to recruit and keep best candidates can lead to reduced productivity and ultimately your company's failure. So how do you go about finding and selecting the best people?

Many different ways of recruiting are now available in Serbia. You can choose to announce an open position online, in a newspaper, or to hire a professional HR consultant to conduct the selection process. Other possibilities are to attend a job fair and/or to use the services of University Career Centers, Youth Employment Agencies or NGOs that assist with industry-specific recruitment.

The information provided below is given in Alphabetic order and is based on listed agencies/companies' publicly available information.

We would like to thank members of the HR/Workforce Development Task Force of the American Chamber of Commerce in Serbia for their valuable input.

## Online Advertising



**Berzica** is a free of charge regional service for exchange of project and business ideas. **Berzica** also includes job postings for positions in a variety of industries. **Web:** [www.berzica.com](http://www.berzica.com)



At <http://www.bestjobs.rs> you can announce open positions, search the CV database and present your company.



BoljiPosao.com offers three types of services: **online advertising**, **CV database access** and **online presentations**.

For **online advertising** please go to: <http://sr.boljiposao.com/employer>.

Choose standard, premium or top advertisement.

**CV database access** - <http://sr.boljiposao.com/employer>

**Online presentation of your company** – You can advertise yourself as a Top employer (365 days a year) at <http://sr.boljiposao.com/employer/products/2/add/top/>

**Information on rates:** <http://sr.boljiposao.com/employer/products/2>



<http://www.infostud.com>

**Mojtim.infostud.com** is a website dedicated to advertising positions, finding appropriate candidates and managing human potential. The website provides useful information and tools for recruitment, selection, organizing and motivating employees, raising work efficiency, and for general development of human potential, which helps in building and maintaining successful teams. It provides practical support to people who manage human resources, facilitates and accelerates their everyday work and helps in strategic planning and development.

**Mojtim.infostud.com** aims to assist firms in finding the best candidates, in dissemination of best practice in human capital management, and it assists HR professionals with keeping up-to-date with professional events and using additional tools for their own professional advancement.

## How to Post a Job Announcement?

Go to ⇒ <http://mojtim.infostud.com/formular/placeni-oglas>:

1. **Step 1 - Advertisement type** - In this application specify: advertisement duration, type, design, number and additional requests if any. Then, click on *Next step* to obtain a tailor-made rate for the advertisement. This information is available for advertisements lasting 15-30 days. For further information on rates for the advertisements over 30 days please call 024/671-715.
2. **Step 2 – Website information** - Provide relevant information, e.g. job description, title etc.
3. **Step 3 – Additional services** - specify whether you want to place an additional advertisement on a TV/radio station or in a daily newspaper such as Politika, Blic or 24 hours.
4. **Step 4 – Provide information for Infostud** - In this application provide data on your company.
5. **Step 5 – Confirm and send the advertisement.**

**\*Note:** All employers advertising in printed and electronic media must sign an “Advertising Declaration” (for more see: <http://mojtim.infostud.com/deklaracija-oglasavanje.php>).

## Infostud - other services

### Automatic pre-selection of candidates:

<http://mojtim.infostud.com/clanovi/automatska-preselekcija.php>.

To use this service you must be logged in, and you need to tick **YES (additional services)** in **step 3**, so the automatic pre-selection of candidates can be calculated in your total advertisement rate. Then you will be able to choose pre-selection criteria and to download CVs.

**HR services**, <http://mojtim.infostud.com/hr-znanja>. This service allows you to ask questions related to human resources, read HR articles or receive the latest information on labor regulations in Serbia.

### Search the CV database:

To use this service you must be registered as an employer at: <http://mojtim.infostud.com/clanovi/prijavljivanje.php?url=%2Fclanovi%2Fpretragabiografija.php>.

### Advertising in the region:

If you have plans to expand business in the region (Bosnia and Herzegovina, Croatia) **Infostud** can assist in the recruitment process in the region. For further information please see: <http://mojtim.infostud.com/oglasavanje-u-regionu.php>.

If you have **any questions** regarding advertising you can also participate in a live chat at: <http://chat.infostud.biz/chat/livezilla.php> to obtain prompt answers.



[www.lakodoposla.com](http://www.lakodoposla.com) is a website established to facilitate recruitment in Serbia. Interested employers can register at: <http://www.lakodoposla.com/Poslodavci> to search the CV database online. For more information on advertising rates see <http://www.lakodoposla.com/cenovnik>.



Oglasi.org.yu is an advertising website including job postings, <http://www.oglas.org.rs>.



Portal <http://www.yu-build.rs/> is a website dedicated to construction and architecture. Employers can place sector-specific job postings here. More information on rates and other advertising terms can be found at <http://www.yu-build.rs/index.php/Marketing.htm>.



Web portal [www.zaposlenje.org](http://www.zaposlenje.org) is a website intended to facilitate and accelerate recruitment. Registered members can advertise, search the CV database and download contact information of the most suitable candidates. Special services include: candidate selection and candidate testing. [www.zaposlenje.org](http://www.zaposlenje.org) has about 45,000 members and a database of about 30,000 CVs.



[www.ponudaposlova.com](http://www.ponudaposlova.com) is a website where employers can announce open positions free of charge. For more information please see: <http://www.ponudaposlova.com/marketing.htm>.

**PosaoSrbija** is a website for announcing open positions in a variety of industries. More information on advertising terms can be found at <http://www.posao-srbija.com/partners.aspx>.



Registered employers can access the CV database to select the most suitable candidates and announce open positions. More than 30,000 CVs are stored in the database. For more information please see: <http://www.poslovi.net/marketing.aspx>.

**Svi poslovi** is a job portal for advertising open positions in the region (Serbia, Croatia, Bosnia and Herzegovina). **Web:** <http://sviposlovi.com/srbija/poslovi.php>

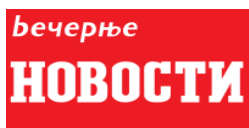
## Advertising in Printed Media



Special addendum called "**Blic Posao**" is published every Monday in daily newspaper **Blic**. The addendum includes: advisory articles related to jobs and employment and job postings. **Web:** [http://www.blic.rs/\\_customfiles/File/cenovnici/blic/blic\\_dinar.pdf](http://www.blic.rs/_customfiles/File/cenovnici/blic/blic_dinar.pdf)  
**Phone:** 011 33 34 500, 011 33 34 504; **E-mail:** [oglasiblic.co.rs](mailto:oglasiblic.co.rs)



**Dnevnik** is a daily newspaper covering the region of Vojvodina. More information on advertising terms can be found at: <http://www.dnevnik.co.yu/cenovnici/12strana.pdf>. **Phone:** 021 480 68 68; **Web:** [www.dnevnik.co.yu](http://www.dnevnik.co.yu); **E-mail:** [oglasidnevnik.co.yu](mailto:oglasidnevnik.co.yu);



Employers can announce open positions in printed, Internet and special edition of daily newspaper **Vecernje novosti**: <http://www.novostioglasir.rs/index.php>. **Phone:** 011 30 28 057, 30 28 069; **E-mail:** [marketing@novosti.rs](mailto:marketing@novosti.rs)



Employers can place job advertisements in **Gradjanski Oglasnik**, a newspaper completely devoted to advertisements. **Gradjanski Oglasnik** is covering the region of Vojvodina. **E-mail:** [marketing@gradjanski.co.yu](mailto:marketing@gradjanski.co.yu); **Web:** <http://www.gradjanski.co.yu/oglasnik>; **Phone:** 021 48 04 555



Daily newspaper **Politika** has a special addendum called "Posao" that is published every Thursday. For more information please see: <http://www.politika.rs/uploads/editor/file/cenovnici/dodaci.pdf>. **Phone:** 011 33 01 545, 011 33 01 546; **E-mail:** [oglasni@politika.co.rs](mailto:oglasni@politika.co.rs)



Official magazine of the National Employment Service, **"Poslovi"** is published every Tuesday. The magazine analyzes the current unemployment situation in Serbia, but also includes some advisory articles such as: *How to write a CV*, *How to find a job* etc. Serbian Public institutions usually announce open positions in this magazine, but the service is available to all interested employers: <http://www.nsz.gov.rs/poslovi/cenovnik.html>; **Phone:** 011 20 40 809



Free daily newspaper **24hours** ([www.24sata.co.yu](http://www.24sata.co.yu)) has a special addendum "Posao/Karijera" published every Tuesday devoted to employment. Employers can announce open positions every day of the week, not exclusively on Tuesday. More is available at: <http://www.24sata.co.rs/brand.php>; **Phone:** 011 33 34 545; **E-mail:** [miodrag.petkovic@24sata.rs](mailto:miodrag.petkovic@24sata.rs)

## National Employment Service



The **National Employment Service of Serbia (NES)** provides a broad scope of services to employers including: unemployment subsidies, incentives, information on legal provisions, mentoring programs, free of charge trainings for unemployed persons, financial support etc. NES also organizes job fairs upon employers' request: <http://www.nszgov.rs/page/services/sr/sajmovi.html>. Employers can announce open positions free of charge on NES website, but they need to be registered with the National Employment Service: [www.nsz.gov.rs](http://www.nsz.gov.rs).



## Youth Employment/Temping Agencies

The main task of **Youth Employment Agencies** is to facilitate temporary employment of its members (15-30 years old). Maximum duration of temporary working contracts is 120 days. Youth Employment Agencies also facilitate longer term employment as a secondary activity. For more information on **Youth Employment Agencies** please see: <http://poslovi.infostud.com/predstavljamo/zadruga/>.

### Youth Employment Agency - Avala



**YEA Avala** assists firms in recruiting candidates for: administrative positions, loading and reloading goods, cleaning etc. **YEA Avala** has a database of over 2000 CVs of students and other unemployed persons up to 30 years of age. **Web:** <http://www.ozavala.co.rs>;  
**Phone:** 011 32 34 118; **E-mail:** [ozavala@sezampro.rs](mailto:ozavala@sezampro.rs)

### Employment Agency - The Winner - Pobednik



"**Pobednik O.Z.B.**" is an employment agency providing: employment mediation in the country and abroad, searching and selecting candidates, testing of candidates, interviewing candidates, checking of expert knowledge and skills for relevant jobs, mediating in providing workers for temporary and occasional employment on a specific-time basis or until return of absent workers, administrative services etc.

**Web:** [www.pobednik-ozb.com](http://www.pobednik-ozb.com); **E-mail:** [nada@pobednik-ozb.com](mailto:nada@pobednik-ozb.com);  
**Phone:** 011 2672 825, **Contact Person:** Nada Filipovic

### Youth Employment Agency – Team (Tim)



**YEA Tim** is another **Youth Employment Agency**, experienced in recruiting candidates for temporary working positions. The Agency can provide candidates for permanent working positions in some cases. The members of **YEA Tim** are both unskilled and highly-educated. Since the establishment in 1992, over 30000 members were successfully placed in more than 450 companies in Serbia. **Web:** [www.oztim.co.rs](http://www.oztim.co.rs);

**Phone:** 011 36 12 656; **E-mail:** [timzadruga@yahoo.com](mailto:timzadruga@yahoo.com)



# University Career Centers

## Belgrade

### *University of Belgrade*



The **Belgrade University Center for Career Development** facilitates job and internship placement of students. It organizes company presentations and has a CV database. For more information please see: [www.razvojkarijere.bg.ac.yu](http://www.razvojkarijere.bg.ac.yu);

**Contact Person:** Marija Jovanovic, 011 32 07 419

### *Faculty of Economics*



**Career Center of the Faculty of Economics** cooperates with HR departments of many companies in Serbia. The Center has a CV database available to all registered employers, organizes Job fairs at the Faculty and offers recruitment services upon employers' request. For more information please see [www.ekofkarijera.com](http://www.ekofkarijera.com).

**Contact Person:** Mirjana Petkovic, 011 30 21 085

### *Faculty of Organization Sciences*



**Career Development Center of the Faculty of Organizational Sciences** assists students in developing business and entrepreneurial skills by organizing free workshops and trainings. The Center closely cooperates with Serbian companies to provide internship and job placement to their students, <http://www.foncareercenter.org>.

**Contact Person:** Dusan Tadic, 011 39 50 873

### *Singidunum University*



**Singidunum University** established the **Career Development Center** to create linkages between students and employers. The Center provides counseling services to students and assists employers in recruitment. The Center has started to develop a CV database. For more information please see <http://www.careers.singidunum.ac.rs>.

**Contact Person:** Tatjana Ilic Kosanovic, 011 30 94 041

### *Faculty of Media and Communications*



**Career Center of the Faculty of Media and Communications** facilitates job and internship placement of journalism and communications students: <http://www.fmk.singidunum.ac.rs>;

**Contact Person:** Mirjana Stefanovic, 011 26 32 381

## *FEFA – Faculty of Economics, Finance and Administration*



Career Center of the Faculty of Economics, Finance and Administration facilitates job and internship placement of students in the field of: economy, banking and finance, auditing and consulting: <http://www.fefa.edu.rs>; Contact Person: Iskra Maksimovic, 011 30 66 670

### Kragujevac



The Kragujevac University Center for Career Development provides relevant information on employment and connects students with employers aiming to facilitate job and internship placement. Additional services include: organization of trainings and seminars aimed at skills development. Please see: <http://www.razvojkarijere.kg.ac.rs>.

**Contact Person:** Marko Bankovic, 034 30 04 25.

### Nis

The Nis University Center for Career Development provides counseling and intermediary services to all interested students and employers. **Contact Person:** Dragana Rodic, 018 25 75 26.

### Novi Sad



The Novi Sad University Center for Career Development provides information on open positions, internships, volunteering and part-time jobs to students. The Center organizes presentations of companies, meetings and discussions with employers aiming to facilitate job and internship placement of students: <http://www.razvojkarijere.ns.ac.yu>.

**Contact Person:** Sonja Sovljanski, 021 48 52 041

\* The services of all University Career Centers are free of charge both for students and employers.

## **HR Firms in Serbia**

### **Executive Search**



**Boyden** professionals search for board members, C-level appointments, and senior and executive vice-presidents. **Boyden's** standardized approach consists of three basic phases: search strategy, candidate identification & assessment and search completion and follow-up. This globally recognized executive search company operates in more than 40 countries including Serbia.

**Web:** <http://www.boyden.com/offices/Belgrade/index.htm>;

**Contact Person:** Pavel Reinberger, 011 21 21 99



**Link Consultants** is a global provider of executive search human resources solutions, with services ranging from recruitment to executive search, Top management recruitment, strategic management assessment, and human resources advisory. **Web:** [www.link-consultants.com](http://www.link-consultants.com); **Phone:** 011 36 70 264; **E-mail:** [welcome@link-consultants.com](mailto:welcome@link-consultants.com)



Executive search is the core component of **Neumann**, international consulting company operating in more than 20 countries worldwide, including Serbia. **Neumann's** strategy in executive search does not include online announcement of positions, but in-depth market research and direct contact with potential candidates: [www.neumann-inter.com](http://www.neumann-inter.com); **Phone:** 011 21 82 588; **E-mail:** [belgrade@neumann-inter.com](mailto:belgrade@neumann-inter.com)



**Pedersen & Partners** is an international executive search firm specialized in recruiting in: retail, real estate, technology, consumer products, financial services etc. **Web:** [www.pedersenandpartners.com](http://www.pedersenandpartners.com); **Phone:** 011 303 7432; **E-mail:** [Belgrade@pedersenandpartners.com](mailto:Belgrade@pedersenandpartners.com)



**PMC International** is an Austrian Executive Search company with subsidiaries in Central and Eastern Europe. The company is focused on executive search, but also provides: direct search, management appraisal, audit and assessment, human resource development systems, salary studies etc. **Web:** [www.pmc.at](http://www.pmc.at); **E-mail:** [pmc@pmc-international.co.rs](mailto:pmc@pmc-international.co.rs); **Phone:** 011 26 68 279



With a network of 65 offices in 42 countries **Stanton Chase International** is one of the global leaders in executive search providing proven expertise to clients in the most dynamic sectors such as: retail, fast-moving consumer goods, healthcare, financial services, hospitality and travel services, engineering etc. Executive search services of **Stanton Chase International** are available in Belgrade, Serbia. **Contact Person:** Milos Tucakovic, 011 39 73 676; **Web:** [http://www.stantonchase.com/locations/europe\\_middle\\_east\\_and\\_africa/belgrade](http://www.stantonchase.com/locations/europe_middle_east_and_africa/belgrade)



**Walton International Search Associates Ltd.** is a company focused on executive search (middle and senior management). **Web:** [www.walton1.com](http://www.walton1.com); **Contact Person:** Ana Jovanovic, 011 3148 662

## Recruitment Firms

### General Recruitment



**Action Management Consulting** is a firm specialized in providing recruitment services to small and medium enterprises in a variety of industries: [www.actionmconsulting.com](http://www.actionmconsulting.com);

**Contact Person:** Gordana Berger, 011 21 47 660



**Arka Consulting** specializes in recruitment of personnel in the field of finance, IT, marketing and sales, distribution and logistics. **Client list:** Knjaz Milos, Procter & Gamble, MPC Group, Ball Packaging Europe, Oriflame, Pharmaswiss, Carlsberg, Tarkett, GTZ Institute, IDEA etc: [www.arkaconsulting.com](http://www.arkaconsulting.com); **Contact Person:** Tijana Karaklic, 011 26 35 819



**BeoPosao** provides assistance in recruitment. After paying fees, employers can: search the CV database, advertise on their website, and select candidates for temporary and permanent employment: [www.beoposao.com](http://www.beoposao.com); **Contact Person:** Srdjan Lolic, 011 26 87 433



**Cityscope** is focused on recruiting professionals for banking and finance industry, sales and marketing, production and IT.

**Web:** [www.cityscopeltd.com](http://www.cityscopeltd.com); **Phone:** 011 29 10 238



The major objective of this internationally recognized company is to search and select mid- and top-executives for their clients using: target group oriented design adverts, specific media planning, up-to-date database of applicants and executive search. **Client list:** Bambi, Mercedes-Benz, IMG etc. **Web:** [www.hill.rs](http://www.hill.rs); **Phone:** 011 32 94 500



**Human Capital Solution** is an HR agency from Novi Sad offering: recruitment and selection, executive search and candidate testing services. **Client List:** Lafarge, Carnex, SBB etc.

**Web:** [www.humancapital.co.rs](http://www.humancapital.co.rs); **E-mail:** [office@humancapital.co.rs](mailto:office@humancapital.co.rs); **Phone:** 021 543 683



**International Recruitment Service's** recruits candidates for managerial posts in a variety of industries. **Client list:** Idea, Agrokori, Dijamant, Beosaj, Frikom, Mantacor, etc. **Web:** [www.irs.co.yu](http://www.irs.co.yu); **E-mail:** [office@irs.co.yu](mailto:office@irs.co.yu) **Phone:** 011 32 87 811



**Manage d.o.o.** provides recruitment services, especially headhunting of managers and specialists (architects, construction engineers, HR managers). Clients can also announce open positions on their website.

**Client list:** AMS Insurance, Delta Sport, Gradjevinar, Simpo, Global Press, Petroleum Refinery Novi Sad and Pancevo, etc.

**Web:** [www.manage.co.yu](http://www.manage.co.yu); **Phone:** 011 36 12 395



**Top Career** is experienced in recruiting managers and other employees of different profiles. **Client list:** Lafarge, Knjaz Milos, Coca-Cola, Erste Bank, Telenor, Phillip Morris, IBM Consulting, National Bank of Serbia etc.

**Web:** [www.topcareer.org.yu](http://www.topcareer.org.yu); **Contact Person:** Sonja Cagronov, 011 245 31 14

### **Recruitment & Staff Leasing**



**ConsulTeam Serbia** is an HR company with significant experience in conducting Recruitment and Selection Projects related to a wide scope of job positions, levels and industries. **ConsulTeam** successfully placed more than 1000 candidates in 20 towns of Serbia and **ConsulTeam's** database currently contains 12,000 CVs. **Client list:** Philip Morris International, Ball Packaging, Carlsberg, Siemens, Tetra Pak Balkans, Delta M, Telenor, Holcim, Coca Cola HBC etc. **Web:** [www.consulteam.co.rs](http://www.consulteam.co.rs). **Contact Person:** Olga Svoboda, 011 30 86 180



**Dekra employment** offers: services of temporary employment, payroll, on-site office, try & hire, complete selection process and advertising for the client and mystery shopping. **Client list:** OMV, Elopak, Stark, Carlsberg, InBew, Grand Motors, Novonordisk, Grammer, Attica Media SRB, Decco Int., Berlin Chemie, Hauraton, etc. **Web:** [www.dekra.rs](http://www.dekra.rs); **E-mail:** [office@dekra.rs](mailto:office@dekra.rs); **Phone:** 011 21 20 454



**Manpower** offers permanent placement, contract staffing, temporary staffing, outplacement, professional testing and skill building programs. **Web:** [www.manpowerteam.rs](http://www.manpowerteam.rs); **Phone:** 011 303 64 90



**Trenkwalder** is a consulting firm specialized in selecting candidates for temporary employment in administration, management, finance, IT, construction, manufacturing industry, etc. Besides candidate selection and recruiting they offer: payroll services, on-site-management and master vendoring. **Client list:** Daikin, Fischer, Hundai Auto, HVB Bank, Bambi, LG electronics, Tigar, UniCredit Bank. **Web:** [www.trenkwalder.com](http://www.trenkwalder.com); **Contact Person:** Jovana Menicanin, 011 21 29 063

## Industry-Specific Recruiters:

### Tourism and Hospitality



**Skills Training and Development Center** is specialized in recruiting staff for hotels, cafés and restaurants. (HoReCa Program: <http://www.skills.rs/en/HoReCa.html>). **Client list:** Hyatt hotel, McDonalds etc. **E-mail:** [info@skills.rs](mailto:info@skills.rs); **Phone:** 011 24 44 180

### Information & Communication Technology



**ITJobs** is a recruitment agency that actively operates in 6 countries, providing assistance in employment services. **ITJobs** is specialized in the recruitment of employees in IT and telecommunication sectors.

**Web:** [www.itjobs.co.rs](http://www.itjobs.co.rs); **Phone:** 011 32 83 595; **E-mail:** [office@itjobs.co.rs](mailto:office@itjobs.co.rs)

## JOB Fairs, Events and NGO Activities



**Career Days** is an event created to facilitate youth employment by connecting students of different education profiles with employers in Serbia. **Career Days** CV database is available to all interested employers over the entire year. The event is supported by the National Employment Service and the Ministry of Economy and Regional Development. **Career Days** takes place in Belgrade, Novi Sad and Nis in the month of April. Some internationally recognized companies such as Deloitte, Coca-Cola Hellenic, Holcim, Banca Intesa and ProCredit Bank have participated in **Career Days**. Also, successful domestic companies such as Sojaprotein, Telecom Serbia, Infostud and MK Commerce were present at the event.

**Web:** [www.careerdays.org.yu](http://www.careerdays.org.yu);

**Contact Person:** Ivana Ivanovic, 062 25 45 12



**Job Fair** is a networking event organized by student associations EESTEC (Electrical Engineering STudents' European AssoCiation) and BEST (Board of European Students of Technology) to facilitate employment of engineering students. The purpose of the Job Fair is to prevent brain drain and facilitate employment of these students.

In 2007, the Fair had about 4,000 visitors, 43 participating companies and more than 2,000 student CVs registered in Job Fair database. Some of the companies participating in Job Fair 2008 include: Microsoft, Mozart, Amiga Kraljevo, VIP, Mihajlo Pupin, Energoprojekt, Intermost, Masinoprojekt, WIG, Telenor, Telecom Serbia etc. **Web:** [www.jobfair.rs](http://www.jobfair.rs);

**Contact Person:** Ivana Ivković, 063 82 65 592





**Career Fair** is an event organized to connect employers with those who are seeking employment. The event is organized by **BoljiPosao** and supported by the Ministry of Economy and Regional Development and the National Employment Service. Some of the companies participating in **Career Fair 2008** include: Coca Cola Hellenic, Idea, ConsulTeam, Carlsberg Serbia, Frikom, Messer, Monterra, Philip Morris, VIP, Volvo etc: [www.sajamkarijera.rs](http://www.sajamkarijera.rs) **Contact Person:** Dusan Obradovic, 062 49 40 21



**AIESEC Serbia** is a member of AIESEC International – world's largest student organization. AIESEC Serbia provides over 4400 exchange programs enabling students and recent graduates (AIESEC members) to obtain internships in the fields of management, IT, education and social development in another country. **Web:** [www.aiesec.net](http://www.aiesec.net); **E-mail:** [office@aiesec.org.rs](mailto:office@aiesec.org.rs); **Phone:** 011 26 21 455



**The Centre for Tourism Research and Studies (CTRS)** is a non-governmental, professional organization for people working in the tourism, hospitality and meetings industry in the Balkans. The Centre organizes the EIAT (Education and Industry Advancing Together) conference to develop a constructive dialogue among educators, students and the industry. Industry representatives have the opportunity to recruit knowledgeable and skilled young professionals in the field of tourism and hospitality through a networking event organized at the conference and follow-up activities by CTRS. **Web:** [www.eiat-conference.org](http://www.eiat-conference.org) **E-mail:** [info@eiat-conference.org](mailto:info@eiat-conference.org)



**Youth with Disabilities Forum** is an organization aiming to achieve full equality and equal opportunities in a society. The Forum initiated a project for employing youth with disabilities and developed the Center for Human Resources. More information can be found at: [www.forum-osi.org](http://www.forum-osi.org), **E-mail:** [office@forum-osi.org](mailto:office@forum-osi.org); **Contact Person:** Zeljko Ilic, 011 26 74 671



**SNAP** (Student Network Affirmation Program) is a private agency offering: work and travel services, summer camps, high school programs etc. They also plan to assist their program alumni, who have completed internships in the USA, with employment in Serbia. **Web:** [www.snapscg.co.yu](http://www.snapscg.co.yu); **Phone:** 011 380 82 45



**Women's Government** is a non-governmental organization that is promoting a CV database of 1,500 women experts in different areas, which will be available at [www.zenskavlada.org.rs](http://www.zenskavlada.org.rs). **Contact Person:** Svetlana Stefanovic, 011 36 40 174; **E-mail:** [svetlana.stefanovic@emins.org](mailto:svetlana.stefanovic@emins.org)



## Contact Information

	Web:	E-mail:	Contact Person:	Phone:
<b>Online Advertising:</b>				
Berzica	<a href="http://www.berzica.com">www.berzica.com</a>			
Best Jobs	<a href="http://www.bestjobs.rs">http://www.bestjobs.rs</a>			
Bolji Posao	<a href="http://sr.boljiposao.com/">http://sr.boljiposao.com/</a>			
Infostud	<a href="http://www.infostud.com">http://www.infostud.com</a>			
Lako do posla	<a href="http://www.lakodoposla.com">www.lakodoposla.com</a>			
Oglasi	<a href="http://www.oglas.org.yu">www.oglas.org.yu</a>			
Yu Build Portal	<a href="http://www.yu-build.rs">http://www.yu-build.rs</a>			
Zaposlenje	<a href="http://www.zaposlenje.org">www.zaposlenje.org</a>			
Ponuda Poslova	<a href="http://www.ponudaposlova.com">www.ponudaposlova.com</a>			
Posao Srbija	<a href="http://www.posao-srbija.com">http://www.posao-srbija.com</a>			
Poslovi.net	<a href="http://www.poslovi.net">www.poslovi.net</a>			
Svi poslovi	<a href="http://sviposlovi.com">http://sviposlovi.com</a>			
<b>Advertising in Printed Media</b>				
Blic	<a href="http://www.blic.co.rs">www.blic.co.rs</a>	<a href="mailto:oglas@blic.co.rs">oglas@blic.co.rs</a>		011 33 34 500
Dnevnik	<a href="http://www.dnevnik.co.yu">www.dnevnik.co.yu</a>	<a href="mailto:oglas@dnevnik.co.yu">oglas@dnevnik.co.yu</a>		021 480 68 68
Vecernje Novosti	<a href="http://www.novostioglas.rs">www.novostioglas.rs</a>	<a href="mailto:marketing@novosti.rs">marketing@novosti.rs</a>		011 30 28 057
Gradjanski Oglasnik	<a href="http://www.gradjanski.co.yu">www.gradjanski.co.yu</a>	<a href="mailto:marketing@gradjanski.co.yu">marketing@gradjanski.co.yu</a>		021 48 04 555
Politika	<a href="http://www.politika.rs">www.politika.rs</a>	<a href="mailto:oglas@politika.co.rs">oglas@politika.co.rs</a>		011 33 01 545
Poslovi	<a href="http://www.nsz.gov.rs">www.nsz.gov.rs</a>	<a href="mailto:novine@nsz.gov.rs">novine@nsz.gov.rs</a>		011 20 40 820
24sata	<a href="http://www.24sata.co.rs">www.24sata.co.rs</a>	<a href="mailto:miodrag.petrovic@24sata.rs">miodrag.petrovic@24sata.rs</a>		011 33 34 545
<b>National Employment Service</b>	<a href="http://www.nsz.gov.rs">www.nsz.gov.rs</a>	<a href="mailto:odgovori@nsz.gov.rs">odgovori@nsz.gov.rs</a>		011 33 07 900
<b>Youth Employment / Temping Agencies:</b>				
Avala	<a href="http://www.ozavala.co.rs">www.ozavala.co.rs</a>	<a href="mailto:ozavala@sezampro.rs">ozavala@sezampro.rs</a>		011 32 34 118
Pobednik	<a href="http://www.pobednik-ozb.com">www.pobednik-ozb.com</a>	<a href="mailto:nada@pobednik-ozb.com">nada@pobednik-ozb.com</a>	Nada Filipovic	011 2672 825
Tim	<a href="http://www.oztim.co.rs">www.oztim.co.rs</a>	<a href="mailto:timzadruga@yahoo.com">timzadruga@yahoo.com</a>		011 36 12 656
<b>University Career Centers:</b>				
University of Belgrade	<a href="http://www.razvojkarijere.bg.ac.yu">www.razvojkarijere.bg.ac.yu</a>	<a href="mailto:m.jovanovic@razvojkarijere.bg.ac.yu">m.jovanovic@razvojkarijere.bg.ac.yu</a>	Marija Jovanovic	011 32 07 419
Faculty of Economics	<a href="http://www.ekofkarijera.com">www.ekofkarijera.com</a>	<a href="mailto:karijera@one.ekof.bg.ac.yu">karijera@one.ekof.bg.ac.yu</a>	Mirjana Petkovic	011 30 21 085
Faculty of Organization Sciences	<a href="http://www.foncareercenter.org">www.foncareercenter.org</a>		Dusan Tadic	011 39 50 873
Singidunum University	<a href="http://www.careers.singidunum.ac.rs">www.careers.singidunum.ac.rs</a>	<a href="mailto:tikosanovic@singidunum.ac.rs">tikosanovic@singidunum.ac.rs</a>	Tatjana Ilic-Kosanovic	011 30 94 041
Faculty of Media and Communications	<a href="http://www.fmk.singidunum.ac.rs">www.fmk.singidunum.ac.rs</a>	<a href="mailto:mstefanovic@singidunum.ac.rs">mstefanovic@singidunum.ac.rs</a>	Mirjana Stefanovic	011 26 32 381
FEFA	<a href="http://www.fefa.edu.rs">www.fefa.edu.rs</a>	<a href="mailto:imaksimovic@fefa.edu.rs">imaksimovic@fefa.edu.rs</a>	Iskra Maksimovic	011 30 66 670
University of Kragujevac	<a href="http://www.razvojkarijere.kg.ac.rs">www.razvojkarijere.kg.ac.rs</a>	<a href="mailto:m.bankovic@kg.ac.rs">m.bankovic@kg.ac.rs</a>	Marko Bankovic	034 30 04 25
University of Nis		<a href="mailto:dragana_rodich@yahoo.com">dragana_rodich@yahoo.com</a>	Dragana Rodic	018 25 75 26
University of Novi Sad	<a href="http://www.razvojkarijere.ns.ac.yu">www.razvojkarijere.ns.ac.yu</a>	<a href="mailto:ssonja@uns.ns.ac.yu">ssonja@uns.ns.ac.yu</a>	Sonja Sovljanski	021 485 2041
<b>HR Firms in Serbia:</b>				
<b>Executive Search:</b>				
Boyden	<a href="http://www.boyden.com">www.boyden.com</a>	<a href="mailto:preinberger@boyden.com">preinberger@boyden.com</a>	Pavel Reinberger	011 21 21 996
Link Consultants	<a href="http://www.link-consultants.com">www.link-consultants.com</a>	<a href="mailto:welcome@link-consultants.com">welcome@link-consultants.com</a>		011 36 70 264

Neumann	<a href="http://www.neumann-inter.com">www.neumann-inter.com</a>	<a href="mailto:belgrade@neumann-inter.com">belgrade@neumann-inter.com</a>		011 21 82 588
Pedersen&Partners	<a href="http://www.pedersenandpartners.com">www.pedersenandpartners.com</a>	<a href="mailto:belgrade@pedersenandpartners.com">belgrade@pedersenandpartners.com</a>		011 303 7432
PMC International	<a href="http://www.pmc.at">www.pmc.at</a>	<a href="mailto:pmc@pmc-international.co.rs">pmc@pmc-international.co.rs</a>		011 26 68 279
Stanton Chase International	<a href="http://www.stantonchase.com">www.stantonchase.com</a>	<a href="mailto:belgrade@stantonchase.com">belgrade@stantonchase.com</a>	Milos Tucakovic	011 39 73 676
Walton International Search Associates	<a href="http://www.walton1.com">www.walton1.com</a>	<a href="mailto:belgrade@walton1.com">belgrade@walton1.com</a>	Ana Jovanovic	011 3148 662
<b>Recruitment Firms:</b>				
<b>General Recruitment:</b>				
Action Management Consulting	<a href="http://www.actionmconsulting.com">www.actionmconsulting.com</a>	<a href="mailto:info@actionmconsulting.com">info@actionmconsulting.com</a>	Gordana Berger	011 21 47 660
Arka Consulting	<a href="http://www.arkaconsulting.com">www.arkaconsulting.com</a>	<a href="mailto:tijana.k@arkaconsulting.com">tijana.k@arkaconsulting.com</a>	Tijana Karaklic	011 26 35 819
Beo Posao	<a href="http://www.beoposao.com">www.beoposao.com</a>	<a href="mailto:office@beoposao.rs">office@beoposao.rs</a>	Srdjan Lolic	011 26 87 433
CityScope	<a href="http://www.cityscopeltd.com">www.cityscopeltd.com</a>	<a href="mailto:mail@cityscopeltd.com">mail@cityscopeltd.com</a>		011 29 10 238
Hill International	<a href="http://www.hill.rs">www.hill.rs</a>	<a href="mailto:hill@hill.rs">hill@hill.rs</a>		011 32 94 500
Human Capital Solution	<a href="http://www.humancapital.co.rs">www.humancapital.co.rs</a>	<a href="mailto:office@humancapital.co.rs">office@humancapital.co.rs</a>		021 543 683
International Recruitment Service	<a href="http://www.irs.co.yu">www.irs.co.yu</a>	<a href="mailto:office@irs.co.yu">office@irs.co.yu</a>		011 32 87 811
Manage d.o.o.	<a href="http://www.manage.co.yu">www.manage.co.yu</a>	<a href="mailto:office@manage.co.yu">office@manage.co.yu</a>		011 36 12 395
Top Career	<a href="http://www.topcareer.org.yu">www.topcareer.org.yu</a>	<a href="mailto:office@topcareer.org.yu">office@topcareer.org.yu</a>	Sonja Cagronov	011 245 3114
<b>Recruitment &amp; Staff Leasing:</b>				
ConsultTeam Serbia	<a href="http://www.consultteam.co.rs">www.consultteam.co.rs</a>	<a href="mailto:cteam@consultteam.co.rs">cteam@consultteam.co.rs</a>	Olga Svoboda	011 30 86 180
Dekra Employment	<a href="http://www.dekra.rs">www.dekra.rs</a>	<a href="mailto:office@dekra.rs">office@dekra.rs</a>		011 21 20 454
Manpower	<a href="http://www.manpowerteam.rs">www.manpowerteam.rs</a>	<a href="mailto:jasna.nikolic@manpowerteam.rs">jasna.nikolic@manpowerteam.rs</a>	Jasna Nikolic	011 303 64 90
Trenkwalder	<a href="http://www.trenkwalder.com">www.trenkwalder.com</a>	<a href="mailto:trenkwalder@sbb.co.rs">trenkwalder@sbb.co.rs</a>	Jovana Menicanin	011 21 29 063
<b>Industry-Specific Recruiters:</b>				
Skills Training and Development Center	<a href="http://www.skills.rs">www.skills.rs</a>	<a href="mailto:info@skills.rs">info@skills.rs</a>		011 24 44 180
IT Jobs	<a href="http://www.itjobs.co.rs">www.itjobs.co.rs</a>	<a href="mailto:office@itjobs.co.rs">office@itjobs.co.rs</a>		011 32 83 595
<b>Job Fairs, Events, NGOs:</b>				
Career Days	<a href="http://www.careerdays.org.yu">www.careerdays.org.yu</a>	<a href="mailto:ivana.ivanovic@careerdays.org.yu">ivana.ivanovic@careerdays.org.yu</a>	Ivana Ivanovic	062 254 512
Job Fair	<a href="http://www.jobfair.rs">www.jobfair.rs</a>	<a href="mailto:ivana.ivkovic@best.eu.org">ivana.ivkovic@best.eu.org</a>	Ivana Ivković	063 82 65 592
Karijera	<a href="http://www.sajamkarijera.rs">www.sajamkarijera.rs</a>	<a href="mailto:dusan.obradovic@boljiposao.com">dusan.obradovic@boljiposao.com</a>	Dusan Obradovic	062 49 40 21
AIESEC Serbia	<a href="http://www.aiesec.net">www.aiesec.net</a>	<a href="mailto:office@aiesec.org.yu">office@aiesec.org.yu</a>	Milan Velickovic	011 26 21 455
EIAT	<a href="http://www.eiat-conference.org">www.eiat-conference.org</a>	<a href="mailto:info@eiat-conference.org">info@eiat-conference.org</a>	Milan Culic	021 47 22 042
Youth with Disabilities Forum	<a href="http://www.forum-osi.org">www.forum-osi.org</a>	<a href="mailto:office@forum-osi.org">office@forum-osi.org</a>	Zeljko Ilic	011 26 74 671
SNAP	<a href="http://www.snapscg.co.yu">www.snapscg.co.yu</a>	<a href="mailto:programi@snap.st">programi@snap.st</a>	Zoran Milosavljevic	011 380 82 45
Women's Government	<a href="http://www.zenskavlada.org.rs">www.zenskavlada.org.rs</a>	<a href="mailto:svetlana.stefanovic@emins.org">svetlana.stefanovic@emins.org</a>	Svetlana Stefanovic	011 36 40 174



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